

Minimum Wage Increases in Other States



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Outline of Presentation



- Comparison of Minimum Wage Increases Between Selected States and Washington, DC
- CPI-U vs. CPI-W
- Comparison of Minimum Wage Increases Across New England

Side-by-Side Comparison of Minimum Wage Increases Between Selected States and Washington, DC



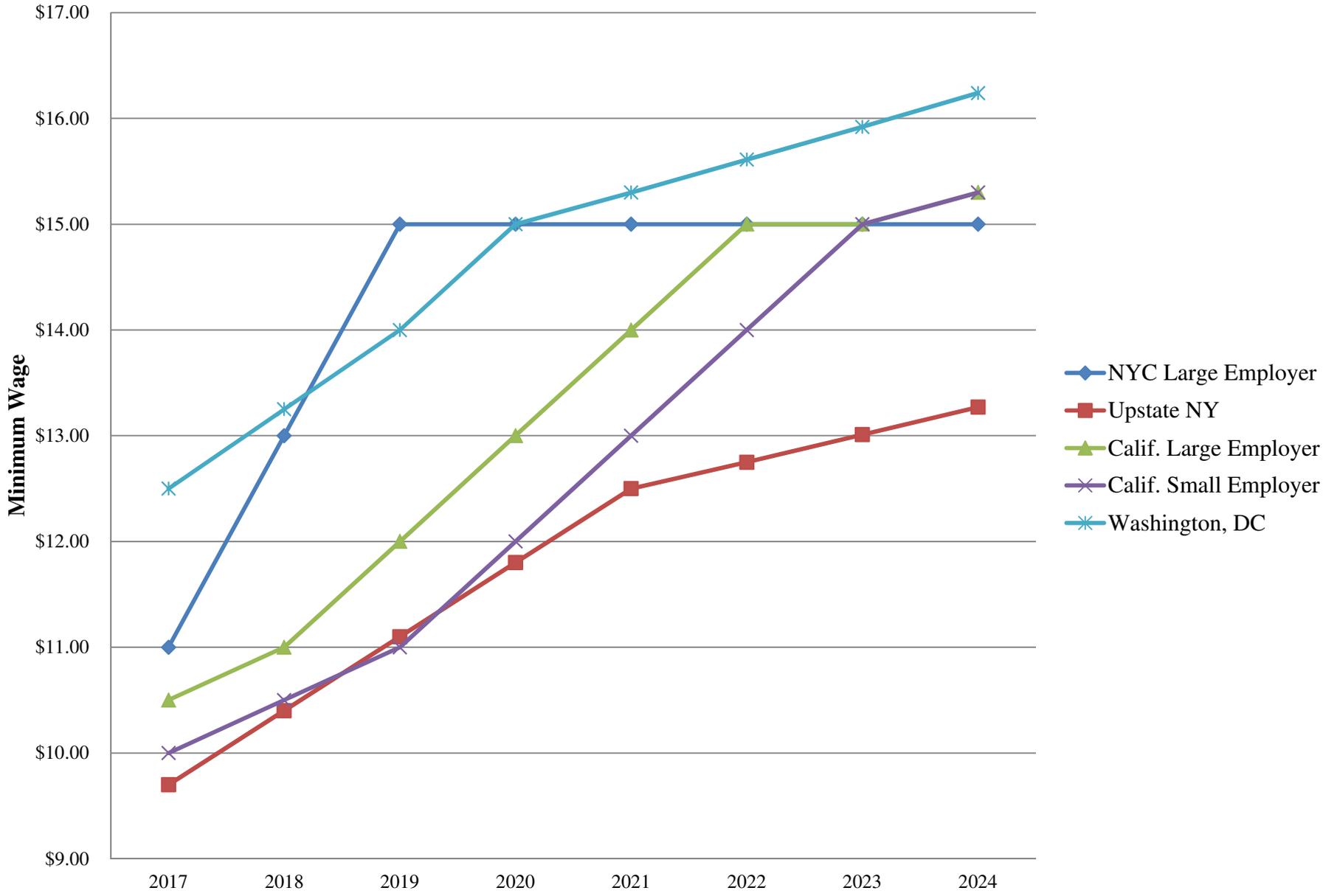
Year	New York	California	Washington, D.C.	Oregon	Washington	Arizona	Colorado	Maine
2017	NYC \geq 11: \$11.00 NYC \leq 10: \$10.50 Downstate NY: \$10.00 Upstate NY: \$9.70	\geq 26: \$10.50 \leq 25: \$10.00	\$11.50/\$12.50	Standard: \$9.75/\$10.25 Portland: \$9.75/\$11.25 Non-urban: \$9.50/\$10.00	\$11.00	\$10.00	\$9.30	\$9.00
2018	NYC \geq 11: \$13.00 NYC \leq 10: \$12.00 Downstate NY: \$11.00 Upstate NY: \$10.40	\geq 26: \$11.00 \leq 25: \$10.50	\$12.50/\$13.25	Standard: \$10.25/\$10.75 Portland: \$11.25/\$12.00 Non-urban: \$10.00/\$10.50	\$11.50	\$10.50	\$10.20	\$10.00
2019	NYC \geq 11: \$15.00 NYC \leq 10: \$13.50 Downstate NY: \$12.00 Upstate NY: \$11.10	\geq 26: \$12.00 \leq 25: \$11.00	\$13.25/\$14.00	Standard: \$10.75/\$11.25 Portland: \$12.00/\$12.50 Non-urban: \$10.50/\$11.00	\$12.00	\$11.00	\$11.10	\$11.00
2020	NYC \geq 11: \$15.00 NYC \leq 10: \$15.00 Downstate NY: \$13.00 Upstate NY: \$11.80	\geq 26: \$13.00 \leq 25: \$12.00	\$14.00/\$15.00	Standard: \$11.25/\$12.00 Portland: \$12.50/\$13.25 Non-urban: \$11.00/\$11.50	\$13.50	\$12.00	\$12.00	\$12.00

Side-by-Side Comparison of Minimum Wage Increases Between Selected States and Washington, DC

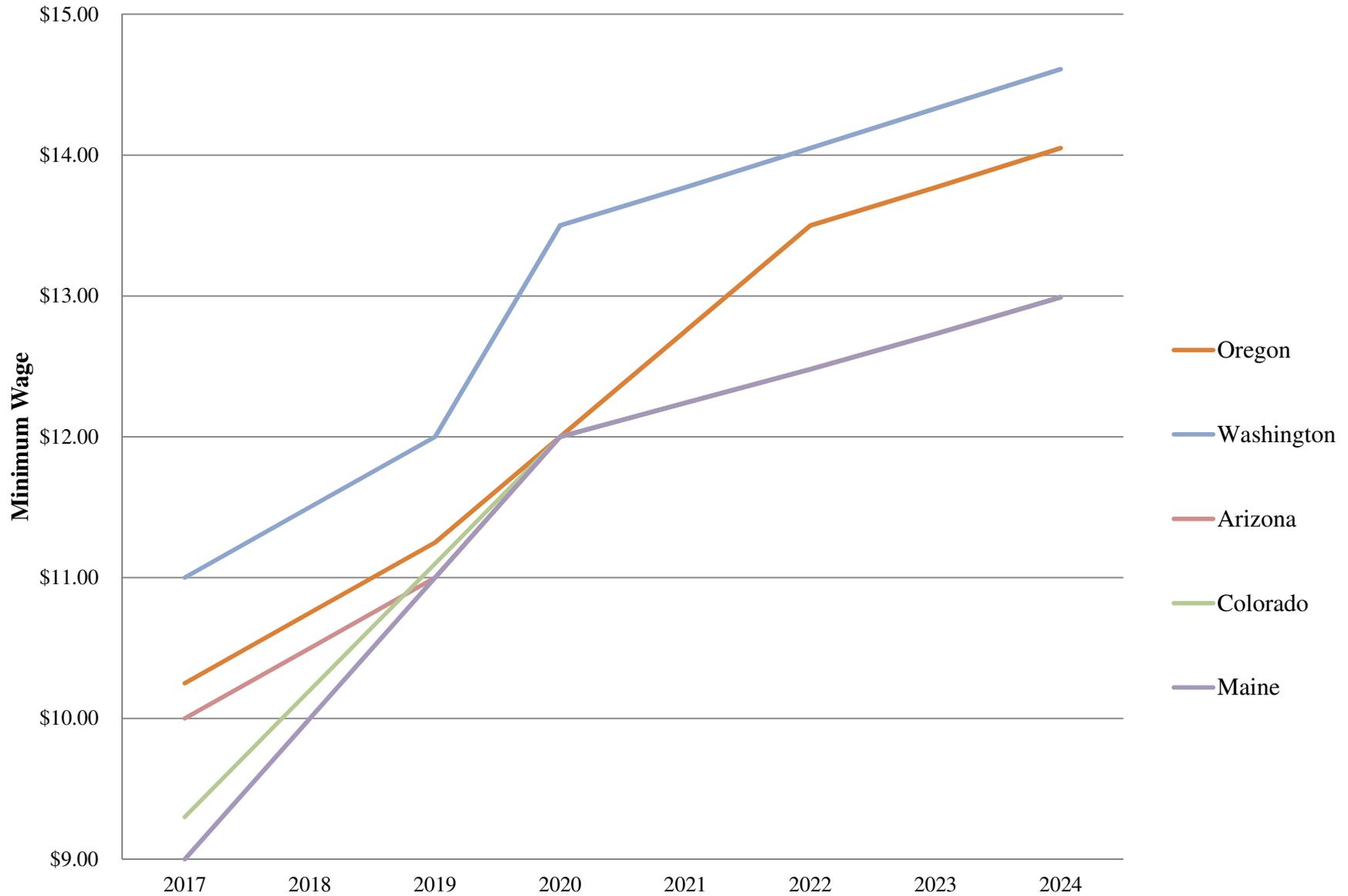


Year	New York	California	Washington, D.C.	Oregon	Washington	Arizona	Colorado	Maine
2021	NYC \geq 11: \$15.00 NYC \leq 10: \$15.00 Downstate NY: \$14.00 Upstate NY: \$12.50	\geq 26: \$14.00 \leq 25: \$13.00	\$15.00/Increased by CPI-U	Standard: \$12.00/\$12.75 Portland: \$13.25/\$14.00 Non-urban: \$11.50/\$12.00	Increased by CPI-W	Increased by CPI-U	Increased by CPI	Increased by CPI-W
2022	NYC \geq 11: \$15.00 NYC \leq 10: \$15.00 Downstate NY: \$15.00 Upstate NY: Increased by percentage determined by Director of Budget until it reaches \$15.00.	\geq 26: \$15.00 \leq 25: \$14.00	Increased by CPI-U	Standard: \$12.75/\$13.50 Portland: \$14.00/\$14.75 Non-urban: \$12.00/\$12.50	Increased by CPI-W	Increased by CPI-U	Increased by CPI	Increased by CPI-W
2023	NYC \geq 11: \$15.00 NYC \leq 10: \$15.00 Downstate NY: \$15.00 Upstate NY: Increased by percent determined by Director of Budget until it reaches \$15.00.	\geq 26: \$15.00 \leq 25: \$15.00	Increased by CPI-U	Standard: Increased by CPI-U Portland: \$1.25 more than standard wage. Non-urban: \$1.00 less than standard wage.	Increased by CPI-W	Increased by CPI-U	Increased by CPI	Increased by CPI-W
2024	NYC \geq 11: \$15.00 NYC \leq 10: \$15.00 Downstate NY: \$15.00 Upstate NY: Increased by percent determined by Director of Budget until it reaches \$15.00.	\geq 26: Increased by CPI or 3.5%. \leq 25: Increased by CPI or 3.5%.	Increased by CPI-U	Standard: Increased by CPI-U Portland: \$1.25 more than standard wage. Non-urban: \$1.00 less than standard wage.	Increased by CPI-W	Increased by CPI-U	Increased by CPI	Increased by CPI-W

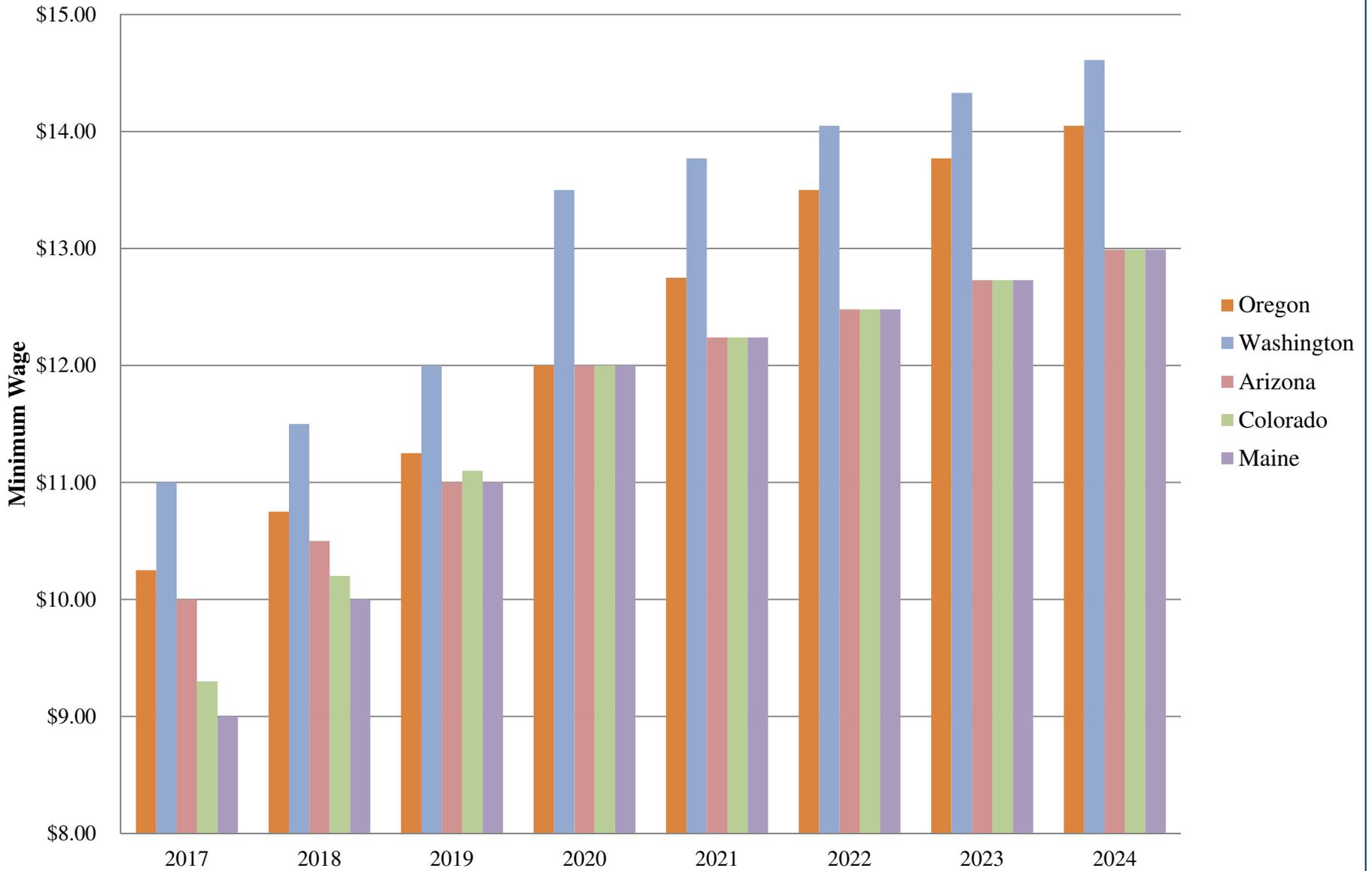
Comparison of Minimum Wage Increases in New York, California, and Washington, DC



Comparison of Minimum Wage Increases in Oregon, Washington, Arizona, Colorado, and Maine



Comparison of Minimum Wage Increases in Oregon, Washington, Arizona, Colorado, and Maine (Alternative View)



CPI-U vs. CPI-W



- The Consumer Price Index (CPI) is a measure of the average change over time in prices paid by urban consumers for a market basket of consumer goods and services.
- CPI tracks the spending patterns of two population groups:
 - all urban consumers (CPI-U); and
 - urban wage earners and clerical workers (CPI-W).
- Changes in both indexes over the long-term tend to be similar.

CPI-U vs. CPI-W



- CPI-U represents about 89% of the U.S. population and is based on the expenditures of all families living in urban areas.
- CPI-U is based on the expenditures of almost all residents of urban or metropolitan areas, including individuals that are:
 - professionals;
 - wage-earners;
 - self-employed;
 - poor;
 - unemployed; and
 - retired.
- CPI-U does not include the expenditures of:
 - individuals living in rural nonmetropolitan areas;
 - farm families;
 - individuals in the Armed Forces; and
 - individuals in institutions, such as prisons and mental hospitals.

CPI-U vs. CPI-W



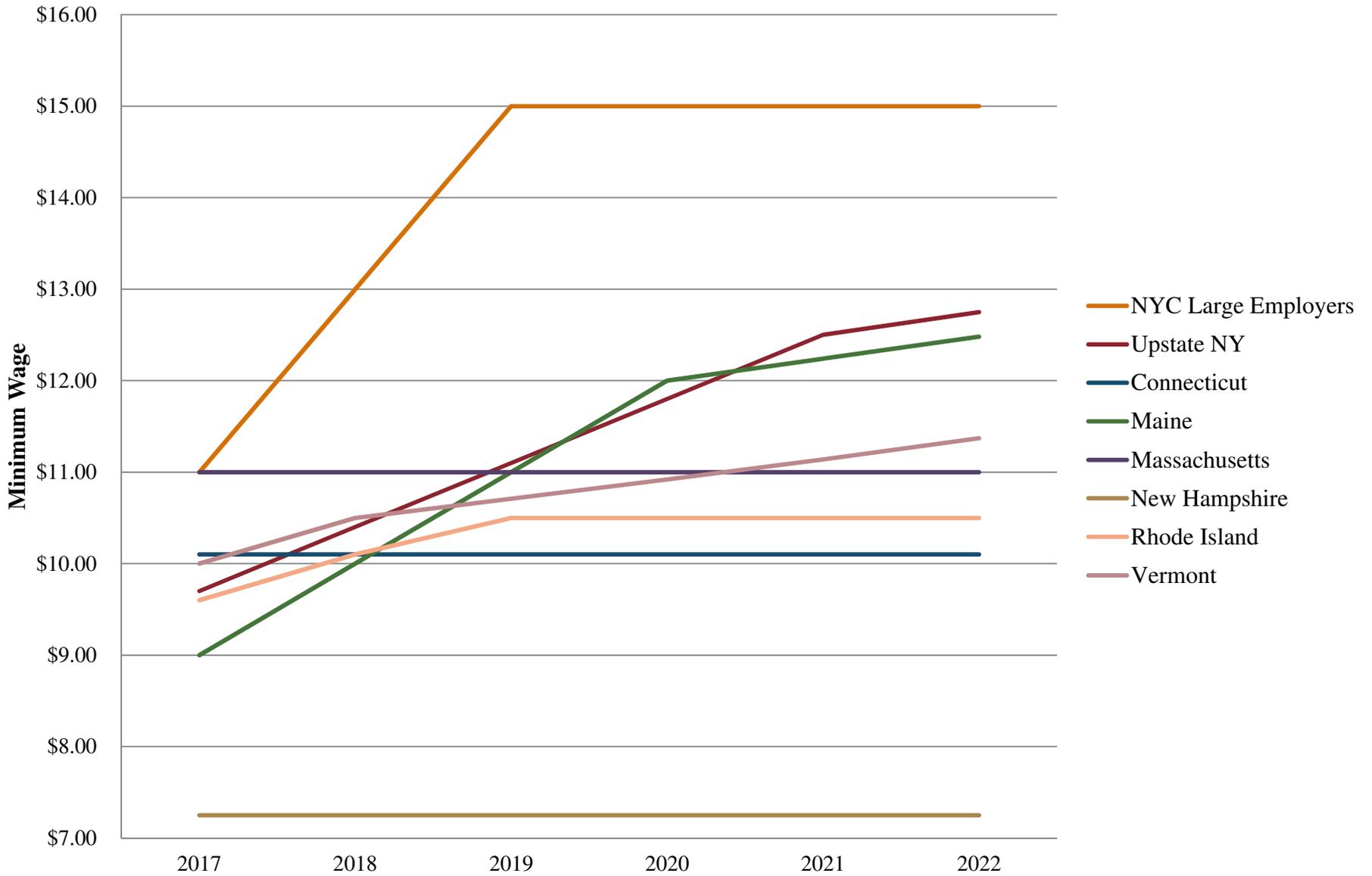
- CPI-W is a subset of CPI-U that represents about 28% of the U.S. population and is based on the expenditures of families living in urban areas who meet the following requirements :
 - more than one-half of the household's income must come from clerical or wage occupations; and
 - at least one of the household's earners must have been employed for at least 37 weeks during the previous 12 months.

COMPARISON OF MINIMUM WAGE INCREASES IN NEW ENGLAND AND NEW YORK STATE

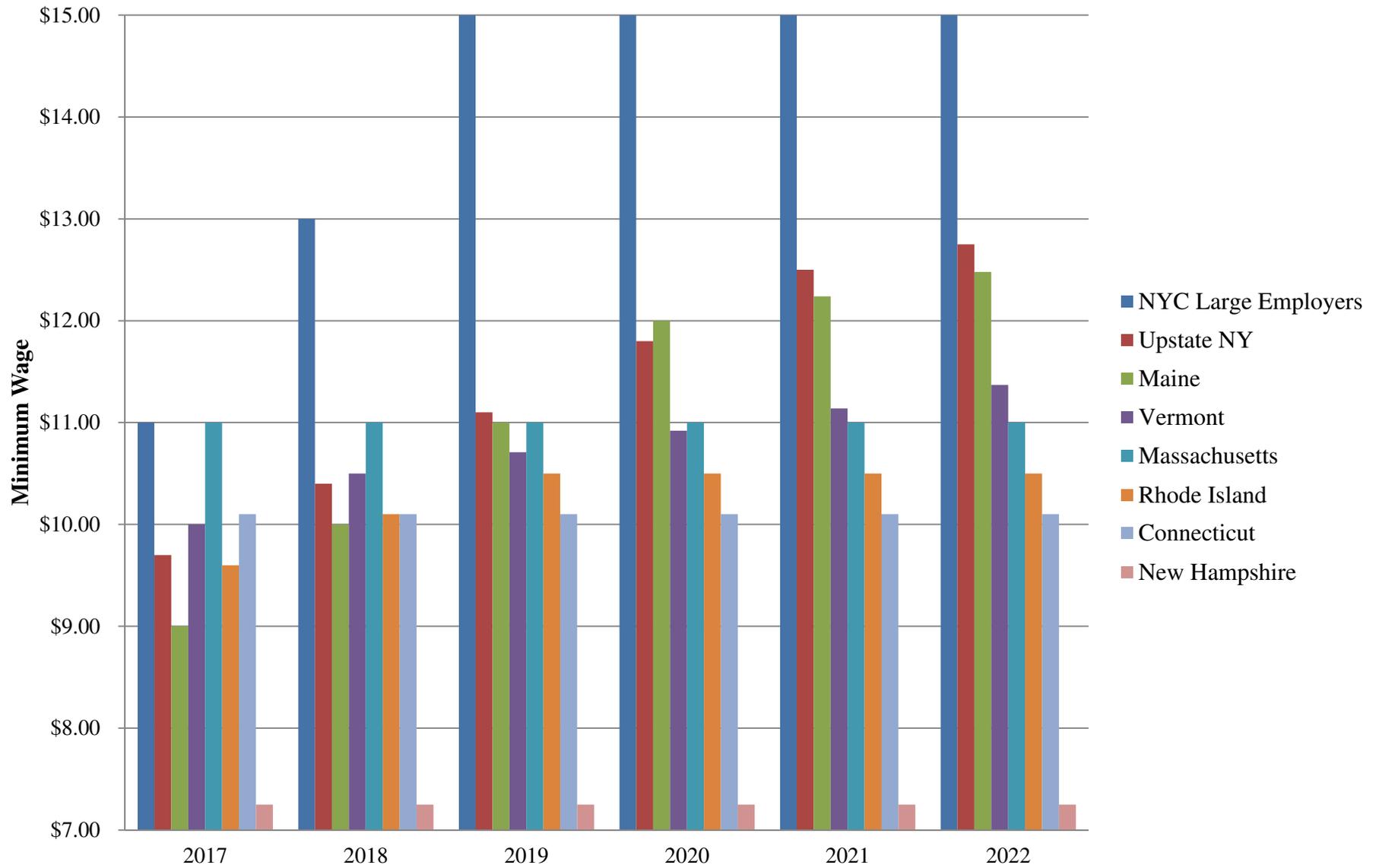


Year	New York	Connecticut	Maine	Massachusetts	New Hampshire	Rhode Island	Vermont
2017	NYC \geq 11: \$11.00 NYC \leq 10: \$10.50 Downstate NY: \$10.00 Upstate NY: \$9.70	\$10.10	\$9.00	\$11.00	\$7.25	\$9.60	\$10.00
2018	NYC \geq 11: \$13.00 NYC \leq 10: \$12.00 Downstate NY: \$11.00 Upstate NY: \$10.40	\$10.10	\$10.00	\$11.00	\$7.25	\$10.10	\$10.50
2019	NYC \geq 11: \$15.00 NYC \leq 10: \$13.50 Downstate NY: \$12.00 Upstate NY: \$11.10	\$10.10	\$11.00	\$11.00	\$7.25	\$10.50	Increased by CPI-U or 5%, whichever is less
2020	NYC \geq 11: \$15.00 NYC \leq 10: \$15.00 Downstate NY: \$13.00 Upstate NY: \$11.80	\$10.10	\$12.00	\$11.00	\$7.25	\$10.50	Increased by CPI-U or 5%, whichever is less
2021	NYC \geq 11: \$15.00 NYC \leq 10: \$15.00 Downstate NY: \$14.00 Upstate NY: \$12.50	\$10.10	Increased by CPI-W	\$11.00	\$7.25	\$10.50	Increased by CPI-U or 5%, whichever is less
2022	NYC \geq 11: \$15.00 NYC \leq 10: \$15.00 Downstate NY: \$15.00 Upstate NY: Increased by percentage determined by Director of Budget until it reaches \$15.00.	\$10.10	Increased by CPI-W	\$11.00	\$7.25	\$10.50	Increased by CPI-U or 5%, whichever is less

COMPARISON OF MINIMUM WAGE INCREASES IN NEW ENGLAND AND NEW YORK STATE



COMPARISON OF MINIMUM WAGE INCREASES IN NEW ENGLAND AND NEW YORK STATE





Any Questions?